

Cantor, Howard

From: Smith, Paula
Sent: Wednesday, June 25, 2014 2:09 PM
To: McGrath, Shaun; Cantor, Howard
Subject: FW: "Inappropriate Behavior"

Attached are:

- a summary of the two FOIAs we just received this afternoon
- the initial request and statement sent back to Gov Exec

1) Requester : Sam Pearson
Organization :
Environment & Energy Publishing
Requester Has Account :
Yes
Email Address :
spearson@eenews.net
Phone Number : 202-446-0452
Fax Number : N/A
Address :
122 C St NW, Suite 722
City :
Washington
State/Province : DC
Zip Code/Postal Code : 20017

The following documents between Jan. 1, 2012 and present:

Any and all emails by Deputy Regional Administrator Howard Cantor regarding "an individual placing feces in the hallway" outside the restroom. Any and all written correspondence with John Nicoletti regarding health and safety issues in the workplace. Contract between EPA and John Nicoletti for workplace consulting services.

2) Requester : Mr. John Greenewald
Organization : The Black Vault
Requester Has Account : Yes
Email Address :
(b)(6)
Phone Number : (b)(6)
Fax Number : N/A
Address :
(b)(6)
None
City :
(b)(6)
State/Province : (b)(6)
Zip Code/Postal Code : (b)(6)

To whom it may concern,

This is a non-commercial request made under the provisions of the Freedom of Information Act 5 U.S.C. S 552. My FOIA requester status as a "representative of the news media." I am a freelance television producer often working on documentaries related to my FOIA requests, my work is commonly featured throughout major news organizations, and I freelance writer for news sites as well. Examples can be given, if needed.

I prefer electronic delivery of the requested material either via email to john@greenewald.com or via CD-ROM or DVD via postal mail. Please contact me should this FOIA request should incur a charge.

I respectfully request a copy of all emails sent by EPA, Region 8 employees and management staff, that pertains to "bathroom behavior". On June 25, 2014, Government Executive wrote the follow at <http://www.govexec.com/federal-news/fedblog/2014/06/epa-employees-told-stop-pooing-hallway/87223/>

It appears, however, that a regional office has reached a new low: Management for Region 8 in Denver, Colo., wrote an email earlier this year to all staff in the area pleading with them to stop inappropriate bathroom behavior, including defecating in the hallway.

Please include all documents, electronic or otherwise, that pertain to the above. This would include, but not be limited to, the referenced email, other email responses and announcements, memos, letters, inter-agency communications, investigations, etc.

Thank you so much for your time, and I am very much looking forward to your response.

Sincerely,

John Greenewald, Jr.

(b)(6)

R8 response to Gov Exec:

EPA cannot comment on ongoing personnel matters. EPA's actions in response to recent workplace issues have been deliberate and have focused on ensuring a safe work environment for our employees. Our brief consultation with Dr. Nicoletti on this matter, a resource who regularly provides our office with training and expertise on workplace issues, reflects our commitment to securing a safe workplace.

From: Eric Katz [<mailto:ekatz@govexec.com>]
Sent: Tuesday, June 24, 2014 3:03 PM
To: Mylott, Richard
Subject: Re: "Inappropriate Behavior"

Hey Rich- think you'll be able to get something today before we publish? Thanks for looking into it.

On Tue, Jun 24, 2014 at 3:53 PM, Mylott, Richard <Mylott.Richard@epa.gov> wrote:

Thanks eric. Working on it.

From: Eric Katz [<mailto:ekatz@govexec.com>]

Sent: Tuesday, June 24, 2014 12:30 PM

To: Mylott, Richard

Subject: "Inappropriate Behavior"

Hi Richard,

Bit of an odd request for you. I was forwarded a strange email from region 8 and wanted to follow up with you to see if you could offer any insight. I will copy the email below and put my questions here. Have there been any developments in finding the culprit(s)? What other behavior has occurred? Why did the EPA need to hire an outside consultant for information on this situation -- it seems pretty clear the offense was not a good thing. What were the terms of that consultation? Please pass along any other comments you have on the issue.

Thanks for your help,

Eric

Here is the email to which I am referring:

-----Original Message-----

From: Howard Cantor [mailto:Howard_Cantor@epamail.epa.gov]

Sent: Tuesday, February 18, 2014 9:35 AM

To: All Region 8 Employees

Subject: Inappropriate Behavior – Your Assistance Requested

Importance: High

UNITED STATES ENVIRONMENTAL PROTECTION AGENCY REGION 8

1595 Wynkoop Street

DENVER, CO 80202-1129

Phone 800-227-8917

<http://www.epa.gov/region08>

February 18, 2014

Ref: 8RA

MEMORANDUM

SUBJECT: Inappropriate Behavior – Your Assistance Requested

FROM: Howard M. Cantor//signed//

Deputy Regional Administrator

TO: All Region 8 Employees, SEEs and Contractors

As some of you may be aware, there have been several incidents of inappropriate behavior in the building. A couple of examples include an individual clogging the toilets with large amounts of paper towels and an individual placing feces in the hallway outside of one the restrooms.

Management consulted with Dr. John Nicoletti, a national expert on preventing workplace violence, about these incidents. He advised us that this is very dangerous behavior as it includes property destruction and a disregard for the health and safety of others. He warned us that these individuals will probably escalate their behavior. Management is taking this situation very seriously and will take whatever actions are necessary to identify and prosecute these individuals. You can assist us by letting us know if you have any information about a specific incident.

Dr. Nicoletti recently provided the Region with refresher training on preventing workplace violence. For those of you who took his recent class or one of his classes in past years, you may understand why the agency is very concerned about this type of behavior. Behavior that includes the destruction of property and disregard for human health is classified by Dr. Nicoletti as attack-related behavior.

Please inform your supervisor, a management official, or a member of the Regional Crisis Management and Advisory Team (RCMAT) if you observe or become aware of inappropriate behavior in the workplace. The RCMAT consists of Bridget Dunlap, Human Resources Officer; Bill Daniels, Infrastructure Program Manager; Grace Doris, Regional Security Officer; and Michelle Parker, Labor and Employee Relations Officer. Management takes its responsibility to provide all employees with a safe and healthy work environment seriously. We request your assistance in notifying us so that we can put a stop to this type of behavior before it escalates.

--

Eric Katz

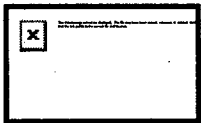
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